

The report is malicious, offensive, and defamatory. It blatantly misquotes my client's interviews, ignores most of what they complained about, and is irresponsible with the truth and facts. People should remember that Mr. Duckett was hired by the Township's attorney for the purpose of defending against a possible lawsuit against the Trustees and the Chief, and he was paid well to do it.

Instead of actually investigating my clients' concerns about the Chief's racist and sexist conduct, the Township has turned the investigation on them to discredit them publicly and destroy the Captains' sterling reputations. It is outrageous. As is the way the report downplays the Chief's conduct.

The Chief repeatedly commenting on women's breasts and rears in highly offensive terms is not just "locker room talk." It is sexual harassment.

The Chief trying to help a friend who blatantly dropped the Chief's name while being arrested for allegedly abusing his wife is not "good motives," nor is his attempt to bury damaging texts to the victim.

The Chief admits he calls Middle Eastern and Asian citizens "dots" and "terrorists." The Chief admits he calls black people the department interacts with "Number 2s." But according to the report that is just "lingo" and excusable because of context. The Captains did not think so, and they are right.

Referring to a Latino officer as "Brown Mike" is not just a "joking reference," because referring to an officer by his race instead of his name is not funny.

It is stunning that the report excuses these comments - and more that Mr. Duckett did not include - as not "intentionally racist." The report even has the gall to quote Maya Angelou to excuse the Chief from disciplinary action or discharge.

Captain Gutman and Captain Hensley stood up for what was right and cooperated fully over five days of exhaustive interviews, and they told the truth. In return the Captains got slammed, and the Chief will not even get a

slap on the wrist. Meanwhile, Captain Gutman is told to support the Chief and live with his way of managing or resign. Do the officers of color have to live with it or resign? Do the residents these comments describe have to live with it or move?

It is unfortunate that the investigation has turned out this way. My client are currently weighing all legal options at this time to defend themselves against the character assassination the Trustees commissioned.

Regards,
Elizabeth S. Tuck